

# Y-12 National Security Complex

**Dr. Mary Benton, MPH, RN**  
**H.E.A.L.T.H.: Return-To-Work Program**  
**Environment, Safety & Health (ES&H)**  
**B&W Y-12**

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# Dr. Mary Benton, MPH, RN

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- PhD in Human Ecology: with emphasis in Community Health and Industrial Safety
- Masters in Public Health
- Bachelor of Science in Nursing
- Worked at Y-12 for 13 years in several capacities
  - Currently Health Promotion Coordinator
  - Safety Analyst
  - Behavior Based Safety Internal Consultant
  - Human Resources: Mentoring/Job Rotation Programs for Critical Skills
  - Safety and Health Compliance Training Manager
- Registered Nurse with years of clinical experience
- Member of
  - East TN Leadership Chapter: National Management Association
  - Smokey Mountain Society of Training and Development

# Helping Employees Achieve Long Term Health (H.E.A.L.T.H)

- Y-12's Health Promotion: Return to Work (RTW) Program.
- **The RTW program is a planned approach that provides injured or ill employees with temporary medical restrictions, the opportunity to remain on the job or an early return to work.**
- RTW may require adjustments, modifications, or temporary transfer of:
  - job duties
  - job assignments
  - workplace
  - transitional duties



# H.E.A.L.T.H: Return to Work (RTW)

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- Research show
  - employees receiving disability benefits recover less quickly and have poorer clinical outcomes than those with the same medical conditions, who do not receive disability benefits.
  - employees that had no lost time from work had better outcomes than employees who lost some time from work.
  - odds for returning to full employment decreases 50-50 after six months of absence.

# RTW Program: Expected Outcomes

- Reduction in loss work days away (DART) metric

Days off the job = 0 productivity

On the job but restricted or working a different job = some productivity

Some productivity is better than none

- Improvement of productivity
- Reduction in indirect costs
- Reduction in absenteeism
- Reduction in short term disability (STD)
- Reduction in job turnover
- Improvement in employee morale and engagement

# Pilot: RTW

- Pilot: Quality Organization
  - Laboratory
  - Production
- Focus: work-related (occupational) injuries/illnesses.
- Reviewed existing temporary occupational medical restrictions and determined ability to accommodate.
- Findings - most restrictions could be accommodated.
- Compounding limitations/concerns.



# Examples of temporary medical restrictions

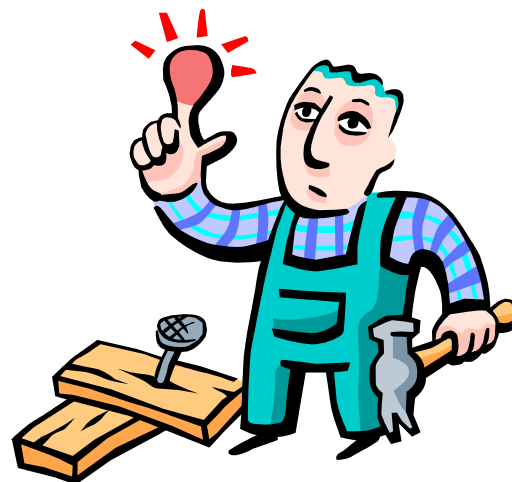
- Employee #1:
  - Minimum use of stairs, at own pace
  - No lifting over 15 pounds
  - May not work greater than 8 hours per day
  - No ladder or scaffold

## Employee #2:

- No prolong sitting (alternate sitting up to 40 minutes with standing up to 20 minutes per hour).
- Employee subject to taking medicine which causes drowsiness. Should advise supervisor has taken dose.
- No excess walking (may walk short distance).
- No squatting, kneeling or climbing.

# RTW: Recommendations

- Medical restrictions clarified
- Employee's current job tasks provided to external provider
- Estimate duration of restrictions to aid in work planning
- Formal, periodic review of medical restrictions
- Follow up with employee progress
- Assistance provided for work planning/accommodations
- RTW Advisory Committee
- Stay At Work (SAW) Clinic
- Return to Work (RTW) Job Bank
- Communication Plan





# RTW Job Bank

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- Consist of meaningful, generic job tasks. Usually considered as light duty or without excessive repetitiveness, awkward positioning or requiring intense physical strength or pressure.
- Should be populated and used by organizations to provide job accommodations/transitional job tasks.
- Examples:
  - Procedure revision
  - Record management/filing
  - Assist assessment and observations (BBS)
  - Escort
  - Glove box inspections
  - Satellite waste areas inspections and compliance documentation.

# Stay At Work (SAW) Clinic

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- Areas set aside for employees to wait on management decision to accommodate or be sent home. Work readiness.
- Computers and training materials
- Work-life balancing
- Wellness: Person Wellness Profile (PWP)
- Physical Therapy and Work Hardening
- Medication management
- Medical care: minimal as determined by Site Occupational Medical Director (SOMD).

# RTW: Communications Plan

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- RTW Advisory committee
  - Senior Management Sponsor
  - Occupational Health Services (OHS)
  - Health Promotion
  - Workers Compensation
  - Human Resources: Benefits
  - Occupational Safety and Health (OSHA)
  - Line Management
- RTW training: supervisors and employees
- Management assessment
- Customer satisfaction survey/feedback

## RTW: Process

- Employee (EE) reports work-related illness/injury
- OHS/Worker Compensation (WC)
  - Panel Dr. selected
    - **EE Job description/essential function analysis**
- EE returns to OHS with medical restrictions
  - Supervisor notified.
    - SAW clinic (if available or needed)
      - Restricted Work Activity Info** completed. If yes then
        - Accommodation: **Modified Essential Job Function Analysis form** or
        - Accommodation: Job tasks from Job Bank—**Job Task Withdrawal form**

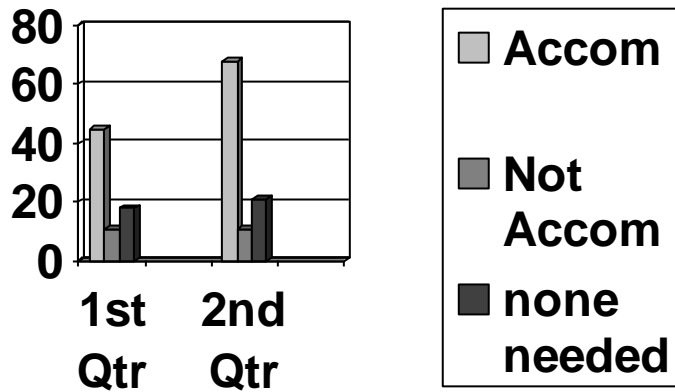
## RTW: Process (cont.)

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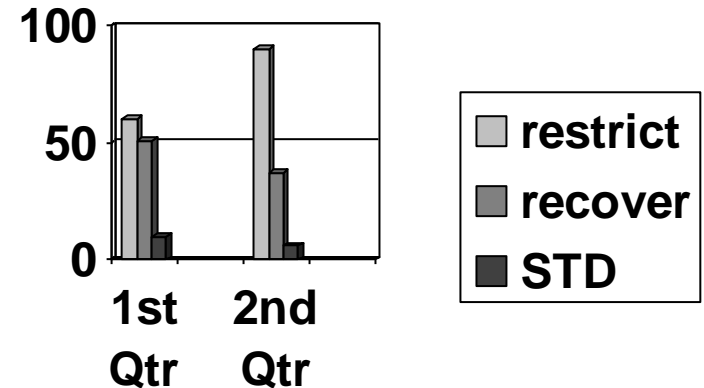
- Follow-up medical visits
  - **Recovery Progress/Medical Restrictions Status form** complete for each visit.
- Revise restrictions/accommodations to recovery
- Update Job Bank entries—**Job Task Withdrawal and Update form**
- RTW Advisory Committee
  - Disability management stakeholders
  - Program oversight

# RTW Metrics: Dashboard

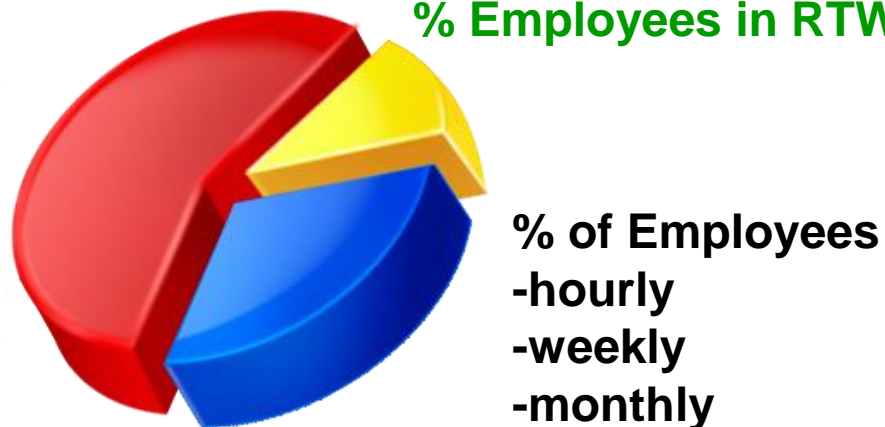
## Work Accommodations (Accom)



## Restricted wk, recover or prolonged



## % Employees in RTW



Examples not true data

# RTW Metrics: Scorecard

Indicators	Site Rate	Benchmark	Benchmark Rate	Score Ratio
# employees used the SAW clinic				
# of accommodations				
Unable to accommodate				
Length of restricted days				
Length of transfer days				
# employees recovery				